

02 SLOCEA - Trades, Crafts and Services	Rate:	Description:
County Retirement Contribution	18.30% CETC	Rate x Hourly Rate x Hours Worked. Hires after 4/7/11 enter Tier 2 Pension Plan. See Article 27 and 28 of the SLO County Retirement Plan. Tier 3 Effective 1/1/13
County Pickup of Employee Retirement	10.38%	Rate x Hourly Rate x Hours Worked (No pickup for Tier 3 eff 6/2/14)
County Pension Bond Debt Service	6.03%	Rate x Hourly Rate x Hours Worked
County Retiree Health		\$24.30/PP full-time, \$12.15/PP part-time \$0/PP quarter-time or temp
County Pension Plan per EFS		CEA Trades, Crafts, Services -Tier 2 effective 7/24/11, Tier 3 eff 1/1/13
FICA Employer	6.20%	2015 FICA wages up to \$118,500 max
FICA Employee	6.20%	2015 FICA wages up to \$118,500 max
Medicare Employer/Employee	1.45%	Medicare wages with no maximum / Add an additional .9% on taxable wages above \$200,000.
Unemployment	0.075%	County Paid Eff 1/1/2012 .1% , Eff 6/28/2014 .075%
Workers' Compensation	Varies	See B:\AC Benefits @ a Glance\WC Rates FY2012-2013.docx
County Cafeteria Contribution	\$695.95/mo	\$576.95/mo without medical coverage, effective 01/01/14 Proration for part time employees hired after 10/03/2006 No cashout for new hires opting out of medical coverage on or after 2/15/15. No cashout for all employees who newly opt out of medical on or after 1/1/2016.
Health Insurance		Multiple plans available for employee and their family. Coverage for domestic partners.
Post Employment Health Plan	\$50/mo	Universal VEBA through Nationwide. Post employment health plan that provides reimbursements for qualified health care expenses. Contributions postponed January - June 2010
Education Allowance	\$250/yr	\$3,000 total per fiscal year for unit 02
Mileage Reimbursement	.56/mi	Effective 01/01/2014
	.575/mi	Effective 01/01/2015
Summer Care Scholarship	need-based	\$2,500 total per fiscal year for units 02. Administered by SLOCEA beginning in 2005.
Tool Allowance - Leadworker	\$100/yr	Reimbursement per fiscal year
Tool Allowance - Maintenance Mech	\$300/yr	Reimbursement per fiscal year August 1 and February 1
Tool Allowance - Auto Mechanic	\$600/yr	Reimbursement per fiscal year August 1 and February 1 - Starting 8/01/2009
Safety Equipment Allowance	\$200/fiscal yr	
Uniform Allowance - Park Rangers	\$400/fiscal yr	\$300 when hired not to exceed \$700 in the 1st 2 years
Uniform Allowance	\$145/yr	Custodian and Airport Maintenance Worker
Uniform Allowance	\$30/mo	Kennel Workers
Uniform Allowance - Greenskeepers	100	One-time payment for jacket
Uniforms	County provided	Public Works Workers, Water Systems Workers, Equipment and Auto Mechanics, Maintenance Painters, Facility Maintenance Workers, Hospital Storekeepers, and leadworkers.
Evening Shift Differential	5% x hr rate	5pm to 11pm hours for non-flex schedules WT 1200 = Base; WT 1255 = Eve Differential
Night Shift Differential	10% x hr rate	11pm to 7am hours for non-flex schedules WT 1200 = Base; WT 1256 = Night Differential
Simmler Residence Differential	.60/hr	
State EMT-1 Differential	.25/hr	
Pesticide Applicator's Certificate Differential	.25/hr	
Park Ranger Differential	\$150/mo	EMT-I, Vessel for Hire, Boating Safety Enforcement - triple certification
Auto/Equip Mechanic Differential	\$100/mo	State of Calif Fueling Certificate
Maintenance Mechanic and Painter Diff'l	\$100/mo	Hazardous Material Certificates for facilities maintenance personnel
State Water Certificate Differential	\$50/mo	Park Rangers and Greenskeepers
Bilingual Pay	\$35/mo	Approved by Human Resources
Standby/On Call	\$2.75/hr	Permanent employees
Standby Consultation	\$1.15/day	Can be paid \$25/mo with approval (WT 1310)
Call Back	OT/hr	2 hour minimum paid at time and one-half WT 1243 = Base; WT 1242 = Half
CTO in lieu of Call Back	1.5 hrs/hr wkcd	Accrued in CTO quota
Overtime	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half
Overtime with Evening Differential	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half; WT 1255 = Eve Diff'l
Overtime with Night Differential	per FLSA	OT threshold based on hours actually worked (excludes paid leave hours) WT 1252 = Base; WT 1251 = Half; WT 1256 = Night Diff'l

CTO in lieu of OT	1.5 hrs/hr wk	OT threshold based on hours actually worked (excludes paid leave hours)
Compensating Time Off (CTO)	Regular pay	120 hr maximum accrual; OT paid after max; payoff on termination
Sick Leave	12 days/yr	1440 hours (180 days) max accrual; payoff @ hourly rate for 50% of hours after 5 years of service
Sick Leave Exchange for Vacation	80 hrs for 40 hrs	Per calendar year. Must maintain a 30-day balance; 14 years of services required
Holiday	12 days/yr	
Annual Leave 12 day cap	12 days/yr	Employees may sign up at any time, but withdrawal must be in August
Holiday Pay	1.5 x hr rate	EEs who work on Thanksgiving, Christmas and/or New Years day will be paid premium pay for all hrs worked WT 1282 = Base; WT 1281 = Half
Holiday Pay with Evening Differential	1.5 x hr rate	EEs who work on Thanksgiving, Christmas and/or New Years day will be paid premium pay for all hrs worked WT 1282 = Base; WT 1281 = Half; WT 1255 = Eve Diff'l
Holiday Pay with Night Differential	1.5 x hr rate	EEs who work on Thanksgiving, Christmas and/or New Years day will be paid premium pay for all hrs worked WT 1282 = Base; WT 1281 = Half; WT 1256 = Night Diff'l
Personal Leave	1 day/fiscal yr	Employees on initial probation excluded
VTO	160 hrs/fiscal yr	With Department Head approval
Vacation 320 hour cap	10 days/yr 15 days/yr 20 days/yr	Beginning of service to end of fourth year Beginning of fifth year to end of ninth year Over ten years of service Maximum payoff of 320 hours after 6 months of service
Pay-in-lieu Program	40 hrs/fiscal yr	One time per fiscal year, permanent employees with a minimum balance of 200 vacation hours may sell back vacation hours. Additionally, employees must have used 40 hours of vacation in the current fiscal year to be eligible.
Jury Leave		Regular pay while on jury duty; cannot claim jury pay
Paid Military Leave	30 days/fiscal yr	30 days maximum when called to active duty
Emergency Meals	\$15.00/meal	When ordered to work 4 hours before or after normal work shift Or supervisor can get reimbursed
County Housing	Various rents	Assignment by management for County benefit
Use of County Vehicle	\$1.50 each way	The value of commuting to and from work will be taxed
Suggestion Award	Based on merit	Submit ideas to the Suggestion Award Committee
ITS Health Care Spending Account	Pretax deduction	Employee paid up to \$2,500 per plan year (Reimbursement WT 2552)
ITS Dependent Care Spending Account	Pretax deduction	Employee paid up to \$5,000 per plan year (Reimbursement WT 2551)
Deferred Retirement Option Plan (DROP) Tier 1 Only	Up to 5 years	Employee continues active employment while Pension benefits are paid to a DROP account.
Life Insurance		Employee paid supplemental life \$15,000 or \$50,000
Deferred Comp	Pretax deduction	Employee paid up to \$18,000 or 100% of wages/yr
Deferred Comp Catchup	Pretax deduction	Employee paid up to \$6,000 for 50+
State Disability Insurance (SDI)	0.90%	2015 Employee paid on wages to \$104,378 max with Admin fee of .05%
Automatic Payroll Deposit		All new employees are required to use ACH as of 10/24/2006